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ABSTRACT

This book describes how to use adult learning strategies in planning faculty development. Chapter 1 addresses concerns about success, demonstrating how to use an adult learning model to help faculty developers succeed. Chapter 2 presents the Adult Learning Model for Faculty Development, which has four stages grounded in adult learning and program planning principles (preplanning, planning, delivery, and follow-up). Chapter 3 covers five preplanning tasks (understanding organizational culture, identifying the faculty developer's role, assessing needs, evaluating resources, and establishing goals). Chapter 4 highlights six planning stage tasks (selecting topics, identifying presenters, preparing for delivery, preparing for support and transfer of learning, scheduling events, and beginning the evaluation). Chapter 5 covers four tasks in the delivery stage (building on preparation, promoting the program, implementing adult learning principles, and monitoring the program). Chapter 6 discusses how to extend the use and relevance of such programs. By creating meaningful evaluation, providing follow-up support and resources for faculty, and considering their own roles in the process, faculty developers help ensure successful programs. Chapter 7 examines faculty development from the perspective ensuring its effectiveness, discussing issues and challenges. Appended are a faculty development checklist and a faculty developer's self-assessment tool. (Contains 119 references.) (SM)

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